

**2014 FCC EEO Public File Report for Charter Communications
12365 - COE Olmsted Cnty MN**

This Report Covers September 1, 2013 through August 31, 2014

Total Number of Full-Time Vacancies Filled During This Period: **544**
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: **1185**

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State MN
FCC Unit 12365 - COE Olmsted Cnty MN

| Req # | Job Title | Recruitment Source(s) Used to Fill the Vacancy | Interviewees Referred by Each Recruitment Source | Number Hired |
|---------------|-----------------------------|---|--|-----------------|
| 1304725 | Administrative Assistant II | Charter.com | 7 | 1 |
| | | Employee Referral | 1 | 0 |
| | | Minnesotaworks.net | 1 | 0 |
| | | Post Bulletin Newspaper | 1 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| 1304725 Total | | | 10 | 1 |
| 1405286 | Administrative Assistant II | Charter.com | 7 | 1 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women’s Shelter | 0 | 0 |
| 1405286 Total | | | 7 | 1 |
| 1401752 | Assoc System Administrator | Charter.com | 6 | 1 |
| | | Minnesotaworks.net | 2 | 0 |
| | | Post Bulletin Newspaper | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |

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|----------------------|-----------------------------|---|-----------|----------|
| 1401752 | Assoc System Administrator | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| 1401752 Total | | | 8 | 1 |
| 1306449 | Care Account Coordinator CB | Charter.com | 6 | 1 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | Charter Chat - Employee Newsletter | 0 | 0 |
| | | Career Fair - Rochester Workforce Center | 0 | 0 |
| | | Career Fair - RCTC/Post Bulletin | 0 | 0 |
| 1306449 Total | | | 6 | 1 |
| 1307380 | Care Account Coordinator CB | Charter.com | 10 | 2 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| 1307380 Total | | | 10 | 2 |
| 1401040 | Care Account Coordinator CB | Charter.com | 6 | 4 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |

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|---------------|-----------------------------|---|---|---|
| 1401040 Total | | | 6 | 4 |
| 1401751 | Care Account Coordinator CB | Charter.com | 4 | 1 |
| | | Minnesotaworks.net | 0 | 0 |
| | | Post Bulletin Newspaper | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | Charter Chat - Employee Newsletter | 0 | 0 |
| 1401751 Total | | | 4 | 1 |
| 1405009 | Dir, Customer Operations | Charter.com | 7 | 1 |
| | | Linkedin | 1 | 0 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | 1405009 Total | | |
| 1405002 | Dir, Human Resources II | Charter.com | 3 | 1 |
| | | Employee Referral | 1 | 0 |
| 1405002 Total | | | 4 | 1 |
| 1307779 | HR Coordinator I | Charter.com | 6 | 1 |
| | | Minnesotaworks.net | 0 | 0 |
| | | Post Bulletin Newspaper | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
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|----------------------|--------------------------------|---|----------|----------|
| 1307779 | HR Coordinator I | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| 1307779 Total | | | 6 | 1 |
| 1404457 | Mgr, Cust Care Trning Delivery | Charter.com | 2 | 1 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| 1404457 Total | | | 2 | 1 |
| 1406645 | Mgr, Facilities | Charter.com | 4 | 1 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| 1406645 Total | | | 4 | 1 |
| 1307917 | Mgr, IT I | Charter.com | 3 | 0 |
| | | Minnesotaworks.net | 1 | 1 |
| | | Post Bulletin Newspaper | 1 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| 1307917 Total | | | 5 | 1 |
| 1304219 | Rep I, Video Repair | Charter.com | 22 | 9 |

| | | | | | |
|---|---------------------|---|---------------------|-------------|----|
| 1304219 | Rep I, Video Repair | Craigs List | 1 | 1 | |
| | | Employee Referral | 14 | 8 | |
| | | Facebook | 1 | 0 | |
| | | Minnesotaworks.net | 0 | 0 | |
| | | Dodge County Independent | 1 | 0 | |
| | | Post Bulletin Newspaper | 8 | 4 | |
| | | MN Workforce Center | 0 | 0 | |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 | |
| | | Direct Employers | 0 | 0 | |
| | | Email to Charter Employees at Call Center | 0 | 0 | |
| | | Hero to Hired | 0 | 0 | |
| | | Intercultural Mutual Assistance Association | 0 | 0 | |
| | | Minnesota School of Business Job Board | 0 | 0 | |
| | | Rochester Community and Technical College Job Board | 0 | 0 | |
| | | Rochester International Youth Organization | 0 | 0 | |
| | | Rochester Women's Shelter | 0 | 0 | |
| | | TV News Story (KTTC) | 2 | 1 | |
| | | 1304219 Total | | 49 | 23 |
| | | 1304874 | Rep I, Video Repair | Charter.com | 24 |
| Employee Referral | 24 | | | 14 | |
| Minnesotaworks.net | 0 | | | 0 | |
| Post Bulletin Online | 1 | | | 0 | |
| Post Bulletin Newspaper | 8 | | | 5 | |
| Alliance of Chicanos, Hispanics & Latin Americans | 0 | | | 0 | |
| Direct Employers | 0 | | | 0 | |
| Email to Charter Employees at Call Center | 0 | | | 0 | |
| Hero to Hired | 0 | | | 0 | |
| Intercultural Mutual Assistance Association | 0 | | | 0 | |
| Rochester International Youth Organization | 0 | | | 0 | |
| Rochester Women's Shelter | 0 | | | 0 | |
| Charter Chat - Employee Newsletter | 0 | | | 0 | |
| TV News Story (KTTC) | 1 | | | 0 | |
| 1304874 Total | | | | 58 | 35 |
| 1305496 | Rep I, Video Repair | Billboard | 1 | 0 | |
| | | Charter.com | 15 | 10 | |
| | | Employee Referral | 24 | 15 | |
| | | Minnesotaworks.net | 2 | 1 | |
| | | Post Bulletin Newspaper | 13 | 10 | |
| | | MN Workforce Center | 0 | 0 | |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 | |
| | | Direct Employers | 0 | 0 | |
| | | Email to Charter Employees at Call Center | 0 | 0 | |
| | | Hero to Hired | 0 | 0 | |
| | | Intercultural Mutual Assistance Association | 0 | 0 | |
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|---------------|---------------------|---|----|----|
| 1305496 | Rep I, Video Repair | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | Charter Chat - Employee Newsletter | 0 | 0 |
| | | Career Fair - Rochester Workforce Center | 6 | 2 |
| | | Rochester MN Workforce Center | 1 | 1 |
| | | TV News Story (KTTC) | 2 | 1 |
| 1305496 Total | | | 64 | 40 |
| 1306266 | Rep I, Video Repair | Charter.com | 30 | 16 |
| | | Employee Referral | 35 | 19 |
| | | Facebook | 1 | 0 |
| | | Minnesotaworks.net | 0 | 0 |
| | | Post Bulletin Online | 2 | 0 |
| | | Post Bulletin Newspaper | 16 | 9 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | Charter Chat - Employee Newsletter | 0 | 0 |
| | | Career Fair - Rochester Call Center | 12 | 2 |
| | | Career Fair - Charter International Event Center | 1 | 1 |
| | | Rochester MN Workforce Center | 2 | 2 |
| 1306266 Total | | | 99 | 49 |
| 1307525 | Rep I, Video Repair | Charter.com | 19 | 8 |
| | | Employee Referral | 21 | 9 |
| | | Minnesotaworks.net | 2 | 0 |
| | | Radio Ad | 1 | 1 |
| | | Post Bulletin Online | 1 | 0 |
| | | Post Bulletin Newspaper | 9 | 5 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |

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|----------------------|---------------------|---|-----------|-----------|
| 1307525 | Rep I, Video Repair | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | Career Fair - Charter International Event Center | 31 | 18 |
| | | Rochester MN Workforce Center | 1 | 0 |
| | | TV News Story (KTTC) | 6 | 0 |
| 1307525 Total | | | 91 | 41 |
| 1401749 | Rep I, Video Repair | Charter.com | 35 | 16 |
| | | Employee Referral | 35 | 16 |
| | | Minnesotaworks.net | 4 | 1 |
| | | Post Bulletin Newspaper | 10 | 6 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | Charter Chat - Employee Newsletter | 0 | 0 |
| | | Career Fair - Rochester Workforce Center | 1 | 1 |
| | | Rochester MN Workforce Center | 1 | 0 |
| | | TV News Story (KTTC) | 1 | 0 |
| 1401749 Total | | | 87 | 40 |
| 1402760 | Rep I, Video Repair | Charter.com | 36 | 13 |
| | | Craigs List | 2 | 1 |
| | | Employee Referral | 32 | 16 |
| | | Minnesotaworks.net | 2 | 1 |
| | | Post Bulletin Newspaper | 9 | 6 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 1 | 0 |
| | | Rochester Community and Technical College Job Board | 2 | 1 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | Career Fair - Rochester Workforce Center | 1 | 0 |
| | | Rochester MN Workforce Center | 1 | 1 |
| | | TV News Story (KTTC) | 1 | 0 |
| 1402760 Total | | | 87 | 39 |
| 1403911 | Rep I, Video Repair | Billboard | 1 | 1 |

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|---------------|---------------------|---|-----|----|
| 1403911 | Rep I, Video Repair | Charter.com | 34 | 12 |
| | | Craigs List | 0 | 0 |
| | | Employee Referral | 45 | 29 |
| | | Facebook | 1 | 1 |
| | | Minnesotaworks.net | 0 | 0 |
| | | Radio Ad | 1 | 1 |
| | | Post Bulletin Online | 2 | 2 |
| | | Post Bulletin Newspaper | 10 | 4 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 1 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | Career Fair - Rochester Workforce Center | 2 | 1 |
| | | Rochester MN Workforce Center | 1 | 1 |
| | | TV News Story (KTTC) | 2 | 1 |
| 1403911 Total | | | 100 | 53 |
| 1404999 | Rep I, Video Repair | Billboard | 1 | 0 |
| | | Charter.com | 24 | 8 |
| | | Craigs List | 1 | 1 |
| | | Employee Referral | 54 | 34 |
| | | Facebook | 1 | 0 |
| | | Minnesotaworks.net | 0 | 0 |
| | | Post Bulletin Newspaper | 4 | 1 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | Career Fair - Hiring our Heros | 0 | 0 |
| | | Career Fair - Rochester Call Center | 4 | 2 |
| | | Rochester MN Workforce Center | 1 | 1 |
| | | TV News Story (KTTC) | 2 | 1 |
| 1404999 Total | | | 92 | 48 |

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|---|---------------------|---|----------------|-------------|----|
| 1406163 | Rep I, Video Repair | Charter.com | 35 | 19 | |
| | | Craigs List | 1 | 0 | |
| | | Employee Referral | 35 | 22 | |
| | | Linkedin | 1 | 1 | |
| | | Minnesotaworks.net | 3 | 1 | |
| | | Post Bulletin Online | 1 | 1 | |
| | | Post Bulletin Newspaper | 5 | 1 | |
| | | MN Workforce Center | 0 | 0 | |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 | |
| | | Direct Employers | 0 | 0 | |
| | | Email to Charter Employees at Call Center | 0 | 0 | |
| | | Hero to Hired | 0 | 0 | |
| | | Intercultural Mutual Assistance Association | 0 | 0 | |
| | | Minnesota School of Business Job Board | 0 | 0 | |
| | | Rochester Community and Technical College Job Board | 0 | 0 | |
| | | Rochester International Youth Organization | 0 | 0 | |
| | | Rochester Women's Shelter | 0 | 0 | |
| | | TV News Story (KTTC) | 1 | 1 | |
| | | 1406163 Total | | 82 | 46 |
| | | 1304459 | Rep, CB Repair | Charter.com | 10 |
| Minnesotaworks.net | 0 | | | 0 | |
| MN Workforce Center | 0 | | | 0 | |
| Alliance of Chicanos, Hispanics & Latin Americans | 0 | | | 0 | |
| Direct Employers | 0 | | | 0 | |
| Email to Charter Employees at Call Center | 0 | | | 0 | |
| Hero to Hired | 0 | | | 0 | |
| Intercultural Mutual Assistance Association | 0 | | | 0 | |
| Minnesota School of Business Job Board | 0 | | | 0 | |
| Rochester Community and Technical College Job Board | 0 | | | 0 | |
| Rochester International Youth Organization | 0 | | | 0 | |
| Rochester Women's Shelter | 0 | | | 0 | |
| 1304459 Total | | | | 10 | 6 |
| 1306245 | Rep, CB Repair | | | Charter.com | 12 |
| | | Minnesotaworks.net | 0 | 0 | |
| | | MN Workforce Center | 0 | 0 | |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 | |
| | | Direct Employers | 0 | 0 | |
| | | Email to Charter Employees at Call Center | 0 | 0 | |
| | | Hero to Hired | 0 | 0 | |
| | | Intercultural Mutual Assistance Association | 0 | 0 | |
| | | Minnesota School of Business Job Board | 0 | 0 | |
| | | Rochester Community and Technical College Job Board | 0 | 0 | |
| | | Rochester International Youth Organization | 0 | 0 | |
| | | Rochester Women's Shelter | 0 | 0 | |

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|----------------------|----------------|---|-----------|-----------|
| 1306245 | Rep, CB Repair | Charter Chat - Employee Newsletter | 0 | 0 |
| 1306245 Total | | | 12 | 7 |
| 1307880 | Rep, CB Repair | Charter.com | 11 | 6 |
| | | Employee Referral | 4 | 2 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| 1307880 Total | | | 15 | 8 |
| 1402256 | Rep, CB Repair | Charter.com | 20 | 10 |
| | | Employee Referral | 1 | 0 |
| | | Minnesotaworks.net | 1 | 0 |
| | | Post Bulletin Newspaper | 1 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | Charter Chat - Employee Newsletter | 0 | 0 |
| 1402256 Total | | | 23 | 10 |
| 1403077 | Rep, CB Repair | Charter.com | 26 | 12 |
| | | Employee Referral | 3 | 1 |
| | | Minnesotaworks.net | 0 | 0 |
| | | Post Bulletin Newspaper | 2 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |

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|----------------------|---------------------|---|-----------|-----------|
| 1403077 | Rep, CB Repair | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | Career Fair - RCTC/Post Bulletin | 1 | 0 |
| 1403077 Total | | | 32 | 13 |
| 1404656 | Rep, CB Repair | Charter.com | 29 | 12 |
| | | Craigs List | 0 | 0 |
| | | Employee Referral | 12 | 4 |
| | | Minnesotaworks.net | 0 | 0 |
| | | Post Bulletin Newspaper | 2 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | Career Fair - Hiring our Heros | 0 | 0 |
| | | Career Fair - Rochester Call Center | 0 | 0 |
| | | Rochester MN Workforce Center | 2 | 1 |
| 1404656 Total | | | 45 | 17 |
| 1406387 | Rep, CB Repair | Charter.com | 9 | 7 |
| | | Employee Referral | 6 | 4 |
| | | Minnesotaworks.net | 0 | 0 |
| | | Post Bulletin Newspaper | 2 | 1 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| 1406387 Total | | | 17 | 12 |
| 1405011 | Reports Coordinator | Charter.com | 2 | 1 |
| | | Minnesotaworks.net | 1 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |

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|----------------------|--------------------------|---|----------|----------|
| 1405011 | Reports Coordinator | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | Career Fair - Hiring our Heros | 0 | 0 |
| 1405011 Total | | | 3 | 1 |
| 1401750 | Resolution Specialist CB | Charter.com | 6 | 3 |
| | | Minnesotaworks.net | 0 | 0 |
| | | Post Bulletin Newspaper | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | Charter Chat - Employee Newsletter | 0 | 0 |
| 1401750 Total | | | 6 | 3 |
| 1403907 | Resolution Specialist CB | Charter.com | 6 | 1 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| 1403907 Total | | | 6 | 1 |
| 1405922 | Resolution Specialist CB | Charter.com | 5 | 1 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |

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|---------------|--------------------------|---|----|---|
| 1405922 | Resolution Specialist CB | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| 1405922 Total | | | 5 | 1 |
| 1304907 | Sr Rep, Video Repair | Charter.com | 9 | 1 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Charter Chat - Employee Newsletter | 0 | 0 |
| 1304907 Total | | | 9 | 1 |
| 1305509 | Sr Rep, Video Repair | Charter.com | 8 | 2 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| 1305509 Total | | | 8 | 2 |
| 1307127 | Sr Rep, Video Repair | Charter.com | 12 | 1 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| 1307127 Total | | | 12 | 1 |
| 1401041 | Sr Rep, Video Repair | Charter.com | 11 | 4 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |

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|----------------------|----------------------|---|-----------|----------|
| 1401041 | Sr Rep, Video Repair | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| 1401041 Total | | | 11 | 4 |
| 1401746 | Sr Rep, Video Repair | Charter.com | 7 | 4 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | Charter Chat - Employee Newsletter | 0 | 0 |
| 1401746 Total | | | 7 | 4 |
| 1402960 | Sr Rep, Video Repair | Charter.com | 10 | 2 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| 1402960 Total | | | 10 | 2 |
| 1404863 | Sr Rep, Video Repair | Charter.com | 8 | 3 |
| | | Minnesotaworks.net | 0 | 0 |
| | | Post Bulletin Newspaper | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |

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| 1404863 | Sr Rep, Video Repair | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| 1404863 Total | | | 8 | 3 |
| 1307999 | Sup, CB Billing | Charter.com | 4 | 1 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | Charter Chat - Employee Newsletter | 0 | 0 |
| 1307999 Total | | | 4 | 1 |
| 1405921 | Sup, CB Billing | Charter.com | 4 | 1 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | Charter Chat - Employee Newsletter | 0 | 0 |
| 1405921 Total | | | 4 | 1 |
| 1305610 | Sup, CB Repair | Charter.com | 3 | 1 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |

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|----------------------|-------------------|---|-----------|----------|
| 1305610 | Sup, CB Repair | Charter Chat - Employee Newsletter | 0 | 0 |
| 1305610 Total | | | 3 | 1 |
| 1304202 | Sup, Video Repair | Charter.com | 12 | 1 |
| | | Minnesotaworks.net | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Charter Chat - Employee Newsletter | 0 | 0 |
| 1304202 Total | | | 12 | 1 |
| 1307126 | Sup, Video Repair | Charter.com | 10 | 1 |
| | | Minnesotaworks.net | 0 | 0 |
| | | Post Bulletin Newspaper | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| 1307126 Total | | | 10 | 1 |
| 1401436 | Sup, Video Repair | Charter.com | 4 | 2 |
| | | Minnesotaworks.net | 0 | 0 |
| | | Post Bulletin Newspaper | 1 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | Charter Chat - Employee Newsletter | 0 | 0 |
| 1401436 Total | | | 5 | 2 |
| 1402431 | Sup, Video Repair | Charter.com | 1 | 1 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |

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|----------------------|-------------------|---|----------|----------|
| 1402431 | Sup, Video Repair | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | Charter Chat - Employee Newsletter | 0 | 0 |
| | | Career Fair - Rochester Workforce Center | 0 | 0 |
| 1402431 Total | | | 1 | 1 |
| 1403438 | Sup, Video Repair | Charter.com | 3 | 2 |
| | | Minnesotaworks.net | 0 | 0 |
| | | Post Bulletin Newspaper | 1 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | Career Fair - RCTC/Post Bulletin | 0 | 0 |
| 1403438 Total | | | 4 | 2 |
| 1405650 | Sup, Video Repair | Charter.com | 3 | 2 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| 1405650 Total | | | 3 | 2 |
| 1406440 | Sup, Video Repair | Charter.com | 5 | 3 |
| | | Minnesotaworks.net | 0 | 0 |
| | | Post Bulletin Newspaper | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |

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|----------------------|-------------------|---|----------|----------|
| 1406440 | Sup, Video Repair | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| 1406440 Total | | | 5 | 3 |
| 1404618 | Team Manager CB | Charter.com | 3 | 1 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| | | Career Fair - RCTC/Post Bulletin | 0 | 0 |
| 1404618 Total | | | 3 | 1 |
| 1406528 | Trainer I | Charter.com | 3 | 1 |
| | | Minnesotaworks.net | 0 | 0 |
| | | MN Workforce Center | 0 | 0 |
| | | Alliance of Chicanos, Hispanics & Latin Americans | 0 | 0 |
| | | Direct Employers | 0 | 0 |
| | | Email to Charter Employees at Call Center | 0 | 0 |
| | | Hero to Hired | 0 | 0 |
| | | Intercultural Mutual Assistance Association | 0 | 0 |
| | | Minnesota School of Business Job Board | 0 | 0 |
| | | Rochester Community and Technical College Job Board | 0 | 0 |
| | | Rochester International Youth Organization | 0 | 0 |
| | | Rochester Women's Shelter | 0 | 0 |
| 1406528 Total | | | 3 | 1 |
| Grand Total | | | 1185 | 544 |

RECRUITMENT SOURCE LIST

| Name of Recruitment Source | Street Address | City, State, Zip | Contact Person | Telephone Number | Entitled to Notification? | Total Number of Referrals |
|---|--|-----------------------------|-------------------|------------------|---------------------------|---------------------------|
| Alliance of Chicanos, Hispanics and Latin Americans | 1504 13th Ave NE | Rochester, MN 55906 | Miguel Valdez | 507-398-8009 | N | 0 |
| Billboard (Fairway Outdoor Advertising) | 1734 15th St NW Suite 3 | Rochester, MN 55901 | Angie SundeRich | 507-288-1866 | N | 3 |
| Career Fair - Charter (at International Event Center) | 7333 Airport View Drive SW | Rochester, MN 55901 | Laura Kuhlman | 507-535-7879 | N | 32 |
| Career Fair - Charter Call Center | 5720 Bandel Rd NW | Rochester, MN 55901 | Laura Kuhlman | 507-535-7879 | N | 16 |
| Career Fair - Hiring our Heroes | 7333 Airport View Drive SW | Rochester, MN 55901 | Kathryn Poynton | 202-463-5807 | N | 0 |
| Career Fair - RCTC/Post Bulletin | 851 30th Avenue SE | Rochester, MN 55904 | Sue Lovejoy | 507-281-7492 | N | 1 |
| Career Fair - Rochester Workforce Center | 300 11th Ave NW Suite 114 | Rochester, MN 55901 | Bruce Thompson | 507-292-5174 | N | 10 |
| Charter Chat - Employee Newsletter | 5720 Bandel Rd NW | Rochester, MN 55901 | Laura Kuhlman | 507-535-7879 | N | 0 |
| Charter.com | 5720 Bandel Rd NW | Rochester, MN 55901 | Laura Kuhlman | 507-535-7879 | N | 601 |
| Craig's List | 1381 9th Avenue | San Francisco, CA 94122 | Jim Buckmaster | 415-566-6394 | N | 5 |
| DirectEmployers | 9002 N. Purdue Road, Suite 100 | Indianapolis, Indiana 46268 | n/a | 317-874-9000 | N | 0 |
| Dodge County Independent Newspaper | 105 1st Avenue NW | Kasson, MN 55944 | Nathan Nord | 507-634-7503 | N | 1 |
| Email to Current Charter Employees | 5720 Bandel Rd NW | Rochester, MN 55901 | Laura Kuhlman | 507-535-7879 | N | 0 |
| Employee Referrals | 5720 Bandel Rd NW | Rochester, MN 55901 | Laura Kuhlman | 507-535-7879 | N | 347 |
| Facebook | 1601 Willow Rd | Menlo Park, CA 94025 | n/a | 650-543-4800 | N | 4 |
| Hero to Hired (http://h2h.jobs/sign_in) | 1400 Defense Pentagon | Washington, DC 20301-1400 | n/a | 703-571-3343 | N | 0 |
| Intercultural Mutual Assistance Association | 2500 Valleyhigh Dr NW | Rochester, MN 55901 | Armin Budimlic | 507-289-5960 | N | 0 |
| LinkedIn | 2029 Stierlin Ct Ste 200 | Mountain View, CA 94043 | n/a | 650-687-3600 | N | 2 |
| Minnesotaworks.net | 1st National Bank Building 332 Minnesota Street, Suite E-200 | Saint Paul, MN 55101-1351 | n/a | 651-259-7114 | N | 19 |
| MN School of Business | 2521 Pennington Dr NW | Rochester, MN 55901 | Cris Gore | 507-535-8050 | N | 1 |
| Post Bulletin Newspaper | 18 1st Ave SE PO Box 6118 | Rochester, MN 55903 | Leann Lepa | 507-285-7650 | N | 103 |
| Post Bulletin Online | 18 1st Ave SE PO Box 6118 | Rochester, MN 55903 | Leann Lepa | 507-285-7650 | N | 7 |
| Radio Ads (Town Square Media) | 122 4th Street SW | Rochester, MN 55902 | Terry Lee | 507-286-1010 | N | 2 |
| Rochester Community and Technical College | 855 30th Ave SE | Rochester, MN 55904 | Rose Conway | 507-285-7260 | N | 3 |
| Rochester International Youth Organization | 1405 Marion Rd SE Suite 105 PO Box 8456 | Rochester, MN 55903 | Mustafa Sharif | 507-271-9254 | N | 0 |
| Rochester MN Workforce Center | 300 11th Ave NW Suite 114 | Rochester, MN 55901 | Bruce Thompson | 507-292-5174 | N | 10 |
| Rochester Women's Shelter | PO Box 457 | Rochester, MN 55903 | Suzie Christenson | 507-285-1010 | N | 0 |
| Television (News Story KTTC) | 6301 Bandel Rd NW | Rochester, MN 55901 | Jerry Watson | 507-280-5125 | N | 18 |

Supplemental Recruitment Initiatives:

| # | Name | Date | Description |
|----|--|---------------------------|--|
| 1 | Career Fair - Rochester Workforce Center | 9/25/2013 | Attended a job fair along with 22 other local employers at the Rochester Workforce Center |
| 2 | Career Fair - RCTC/Post Bulletin | 11/5/2013 | Attended a job fair along with 26 other local employers at the Rochester Community and Technical College |
| 3 | Career Fair - Charter Call Center | 11/18/2013 and 11/19/2013 | The Charter Rochester MN Call Center hosted an on-site Job Fair, as advertised in the local Rochester MN Post Bulletin Newspaper |
| 4 | Career Fair - Charter International Event Center | 12/17/2013 | The Charter locations in Rochester MN hosted a job fair held at the Rochester International Event Center; as advertised in the local Rochester MN Post Bulletin Newspaper and on KTTC and KAAL news channels |
| 5 | Career Fair - Rochester Workforce Center | 2/26/2014 | Attended a job fair along with 20 other local employers at the Rochester Workforce Center from 9 AM until 12 Noon |
| 6 | Career Fair - RCTC/Post Bulletin | 4/30/2014 | Attended a job fair along with 102 other local employers, sponsored by RCTC, the Post Bulletin and the Workforce Center |
| 7 | Career Fair - Hiring our Heroes | 5/13/2014 | Attended a job fair along with 60 other local employers, sponsored by the Hiring our Heros Organization |
| 8 | Career Fair - Charter Call Center | 6/4/2014 | The Charter Rochester MN Call Center hosted an on-site Job Fair, as advertised in the local Rochester MN Post Bulletin Newspaper |
| 9 | Career Fair - Charter Call Center | 6/10/2014 | The Charter Rochester MN Call Center hosted an on-site Job Fair, as advertised in the local Rochester MN Post Bulletin Newspaper |
| 10 | Effective Hiring and Selection Leadership Training | 9/19/2013 | Training provided by Corporate Organizational Development Trainer to Supervisors and Managers outlining how to conduct legal and effective interviews based on Charter's behavioral interviewing program. |
| 11 | LINK (Job Shadowing Program for existing employees) | n/a | A five phase program designed to introduce call center employees to other positions/promotional opportunities within Charter via a Job Shadowing program. |